

Palos Verdes Peninsula Unified School District

Palos Verdes Peninsula Unified School District Seeks a Superintendent of Schools

375 Via Almar, Palos Verdes Estates, CA 90274 (310) 378-9966

Our District and Community

The Palos Verdes Peninsula Unified School District is a Preschool through 12th grade public school district with a student population of approximately 11,700 students. The District serves the communities of Palos Verdes Estates, Rancho Palos Verdes, Rolling Hills, Rolling Hills Estates and the unincorporated area of the Palos Verdes Peninsula. The school district's reputation for having a high quality education system attracts many families to this suburban area and its schools. Students attend two early childhood centers, ten elementary schools, three 6-8 intermediate schools, two comprehensive high schools and one continuation school. Palos Verdes Peninsula Unified School District schools continue to be recognized for outstanding achievement at the local, state and national level. Community and parent volunteers make significant contributions to the public schools. The Peninsula Education Foundation has been successful in raising local funds to meet and supplement classroom needs. Strong PTA programs support and enrich school delivery systems. The community also indicates its support for education and the District through voter approved parcel taxes and bond issues.

The student ethnic composition consists of 53.5% White, 30% Asian, 9.29% Hispanic, 2.53% Black/African American, .28% Hawaiian/Pacific Islander, .22% American Indian, and 4.14% identified as "multiple ethnicity" students.

The District is proud of its preparation of students for college:

98% of graduates enroll in college

97% of graduates complete more than the minimum requirements

82% of graduates meet the A-G requirement for UC admissions

District Goals

GOAL #1:

Support the academic achievement of all students through a rigorous and balanced curriculum, as we transition to the K-12 implementation of the Common Core State Standards while continuing to foster critical thinking, collaboration, creativity and communication skills.

Goal #2:

Establish and implement multi-year plans in order to ensure the fiscal stability of the District and to support a high quality instructional program.

Goal #3:

Enhance communication and collaboration between and among District staff, students, parent, Board of Education and community.

Vision Statement

The Palos Verdes Peninsula Unified School District will continue to develop the whole child to thrive in a globally competitive age and enhance student achievement by providing a dynamic learning community in a rigorous academic environment.



Deadline to Apply: July 22, 2018

The Palos Verdes Peninsula Unified School District Seeks a Superintendent Who:

Board/Superintendent Relations

- Experience working with board members, and the ability to manage individual Board Members desires versus District's needs
- Asks for Board experience/district history in crisis management
- Experience in building consensus and frames issues with the Board by providing options, pros and cons of each to Board, as opposed to just the recommended course of action
- Experience with Board agenda setting, prioritizing, calendaring
- Understands he/she works for Board, not the Board working for him/her
- Keeps Board informed of proposed actions prior to taking action
- Work with Board to build a stronger Board that is aligned on vision and goals
- Understanding of how to carry out Board and district policy
- Builds trust among Board and staff through honesty

Communications/Community Relations

- Familiarity with high performing districts and engaged parents Process oriented
- Ability to foster and leverage partnerships and innovation
- Committed to reaching out to community members of all types from Day 1
- Knowledge of PV community or committed to a steep learning curve
- Enjoys working w/community and likes the community he/she works in.
- Believes in transparency

Leadership Skills

- Leads through modeling positive leadership behaviors, with humility and by example
- Conversant in all aspects of job of Superintendent role including instructional leadership, Budget/Finance, HR and Personnel, and Technology
- Professional at all times—calm in the face of difficult/uncomfortable circumstances
- Proven track record of overcoming challenges in previous/current roles
- Be someone people want to work for
- Mission over ego: involve Cabinet in all decisions and be the first to give others credit
- Process Oriented
- Ability to inspire and hold individuals accountable
- Encourages trust between the Board and staff and also between staff and the Board (2-way)

Instructional Leadership

- Committed to maximum success for students at every academic level
- Awareness of 21st century learning, innovation, and multiple forms of assessment
- Committed to academic excellence
- Creates opportunities for additional academic success
- Holds teachers accountable for consistent instruction at all levels
- Has experience as an instructional leader
- Committed to data-driven decisions for improvement and make meaning out of data
- Ability to model appropriate behaviors
- Believes District can be the best District in the nation academically
- Develops leading system for rewarding outstanding teachers and coaching up teachers who are not getting the job done

Budget and Finance

- Understands CA Dept. of Ed budgeting process and understand a district budget
- Creative thinker in finding ways for district to achieve lofty goals with minimal dollars
- Experience in leading facilities bond campaigns
- Background in finance/accounting and experience with school finance
- Committed to prudent budgeting and financial decision-making
- Thinks of spending the district's money as if it were his/her own
- Experience with revenue generating and cost cutting

The Palos Verdes Peninsula Unified School District Seeks a Superintendent Who:

Personnel Management

- Ability to earn trust and extend trust to others
- Experience as a school administrator who understands the pressures and demands placed upon site leaders
- Negotiations experience with faculty and classified associations, both in difficult economic times and good times
- Consensus builder
- Willing to propose unique solutions to negotiations issues
- Mentor for principals to build capacity: someone principals can bounce ideas off
- Out-of-the-box thinker on department structuring/job assignments ☑ Lead by example
- Leader who people want to work for
- Believes in the power of people
- Is not threatened by hiring more capable people

Technology

- Commitment to keeping up with technology, given our budget constraints
- Understanding of strategic use of technology
- Awareness of/ Committed to use of technology in teaching and learning
- Understands technology is a tool and not at end goal
- Able to lead district out of 20th century tech into the 21st century on a minimal budget
- Balances where tech is most effective versus where it's a nice to have
- Utilization of technology as an effective communication tool

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes Board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Palos Verdes Peninsula Unified School District Board of Education for its consideration. Selection of candidates for interviews is the sole responsibility of the Palos Verdes Peninsula Unified School District Board of Education. Persons wishing to be considered for the position should submit an application file online including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form and a resume.
- 4 current letters of recommendation.

Salary and Benefits

The salary will be in the range of \$290,000 plus include an excellent comprehensive benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board of Education criteria.

Requirements

More information about California's Superintendent accreditation process is available at the Department of Education website at <http://cde.ca.gov/>.

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

901 17th Street NE, PO Box 10045

Cedar Rapids, IA 52402

Phone: 319-393-3115

Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the Board of Education or District directly.

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